

Exhibit A

UNITEDHEALTH GROUP

WELCOME TO NEW EMPLOYEE ORIENTATION!

Dial-in number: **1-888-844-7278** Access code: **213 2012**

****Please note, this line will accommodate up to 250 participants per session.**

Review these tips to help everyone get the most out of our time today:

- Please place your phone on **mute**, **NOT** on hold, during this presentation.
- To avoid interruptions, close out your e-mail and any other applications you have open.
- Closing other applications will also help WebEx run faster on your computer.
- If you have a screen saver, be sure to move your mouse periodically so it doesn't time out.

Enterprise Talent Development

Your facilitator today!



Trish Ringler

Enterprise Talent Development



Kirstin Toso

Enterprise Talent Development



Nicole Tulier

Enterprise Talent Development

UNITEDHEALTH GROUP

Today's topics include:



- **Overview of UnitedHealth Group**
- **Key Policies and Practices**
- **Tools and Resources**

UNITEDHEALTH GROUP

UnitedHealth Group's Mission



Our Mission is to help people live healthier lives.

Our role is to help improve the health care system for everyone.

UNITEDHEALTH GROUP

UnitedHealth Group's Mission



Our mission
is to help people
live healthier lives.
Our role is to help improve
the health care system
for everyone.

- Seek to enhance the overall health and well-being of the people we serve and their communities. Simplify the system. Share knowledge with physicians and
- Work with ~~UnitedHealth Group~~ **UnitedHealth Group** ~~to make sure that everyone has access to high quality health care so people get the care they need at a health affordable price.~~ **to make sure that everyone has access to high quality health care so people get the care they need at a health affordable price.**
- Personalize choice. Support the physician/patient relationship and ensure everyone has the information, guidance and tools they need to make personal health choices and decisions.
 - Provide the Nation's premier network

UNITEDHEALTH GROUP

UNITEDHEALTH GROUP

Our Mission

Our mission is to help people live healthier lives. Our role is to make health care work for everyone.

Our Values

Integrity Compassion Relationships Innovation Performance

Honor commitments. Never compromise ethics.

Walk in the shoes of people we serve and those with whom we work.

Build trust through collaboration.

Invent the future, learn from the past.

Demonstrate excellence in everything we do.

OUR UNITED CULTURE

The way forward

UNITEDHEALTH GROUP

Our Businesses

OUR HEALTH BENEFITS BUSINESS: UNITEDHEALTHCARE



"Health in Numbers"

UnitedHealthcare

Helping People Live Healthier Lives

UnitedHealthcare Community & State

UnitedHealthcare Employer & Individual

UnitedHealthcare Medicare & Retirement

UnitedHealthcare Military & Veterans

UnitedHealthcare International

- Serving 35 million Americans at every stage of life
- Innovation-driven growth
- Exceptionally well positioned to evolve and grow through health care reform

OUR HEALTH SERVICES BUSINESS: OPTUM



"Good for the System"

OPTUM

Making the Health Care System Work Better for Everyone

OptumInsight

- Health care information technology
- Consumer engagement and support

OptumHealth

- Integrated care delivery

OptumRx

- Pharmacy
- Health financial services

A dedicated and independent business providing services to:
6,000 hospital facilities, 250,000 health care professionals,
60 million consumers

UNITEDHEALTH GROUP

Our Businesses

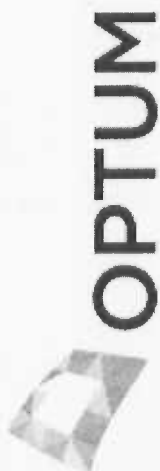
Who Am I?

UNITEDHEALTH GROUP®

Benefits Businesses



Services Businesses



UNITEDHEALTH GROUP

Our Commitment to Social Responsibility

Helping people live healthier lives by improving the access, quality and affordability of health care



Strategic support: communications, government affairs, IT and measurement

SR business practices: environment, ethics, governance, procurement and diversity & inclusion

UNITEDHEALTH GROUP

Making a Difference in Our Communities

Involve The Volunteer Program

- ☐ **Over 350,000** hours of service logged in 2011
- ☐ **Involve, The Volunteer Program** intranet site: tools, resources & important links
- ☐ **Dollars for Doers** \$200 grant for 30 volunteer hours; plus, \$100 Quarterly Incentive Drawing
- ☐ **VolunteerMatch** to find volunteer opportunities
- ☐ **Time Away From Work** with Manager approval for teambuilding
- ☐ **Volunteer councils/committees** across the U.S.
- ☐ **Seasons of Service** brings volunteers together in support common causes

The Giving Campaign

- ☐ **Fall Campaign:** Pledge your dollars in September/October
- ☐ **Open Campaign:** Donate to the charity of your choice
- ☐ **Dollar-for-Dollar** company match to nine giving partners (over 7,100 organizations)
- ☐ **Ways to Give:** One-time donation or recurring payroll pledge
- ☐ **2011 record setting** campaign! Over \$15 million dollars pledged for 2012 disbursement
- ☐ **New employees** can participate immediately through new hire tools and resources

Strategic Philanthropy

- ☐ **United Health Foundation:** Over \$187 million donated to date
- ☐ **Health Centers of Excellence**
 - Advancing Clinical Excellence
 - Diverse Scholars Initiative
 - America's Health Rankings®
- ☐ **UnitedHealthcare Children's Foundation:** grants to children with health insurance who have unmet medical needs
- ☐ **United Minnesota:** 10-year, \$100 million commitment to giving back
- ☐ **National Partnerships:**
 - American Heart Association
 - Make-A-Wish
 - YMCA

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Frontier – UnitedHealth Group's Intranet

UNITEDHEALTH GROUP
https://frontier.uhc.com

Businesses Corporate Departments Our Company Resources Frontier Home

FRONTIER
☐ PEOPLE ☒ Advanced ☐ INTRANET ☐ Advanced ☐ GOOGLE
Search

Welcome Nicole Tuller | Corporate | UNH \$74.48 -0.26

Corporate Optum UnitedHealthcare International Most Popular

TOP STORIES • SEPTEMBER 16, 2013



3 X 3 Innovation Video:
Adriana O'Meara
hi HealthInnovations

Empower Kansas

Support for the Newtown Community

Company Tops Dow Jones Sustainability World Index

VIDEO Health Coverage: Consider Dental Care Needs

How to Resolve Common Ergonomic Issues

Healthy Meeting Dynamics

VIDEO A Day in the Life with the Insurance Solutions Team

Project NOT ME Wins Regional Emmy Award

Well Challenge Registration Extended

2014 Benefits Open Enrollment

NEWS ARCHIVE

PAUSE SCROLLING

DOW JONES

UnitedHealth Group Named to
Dow Jones Sustainability
North America and World Indices
for 15th Consecutive Year

Company Tops Dow Jones Sustainability World Index

UnitedHealth Group was recognized among the leading companies worldwide for economic, environmental and social excellence and sustainability performance with a strong focus on long-term shareholder value.

8 Likes 2 Comments

IMPORTANT LINKS

Compliance & Ethics HelpCenter

Concur

Critical Incident Resources

Data Release Governance

Delegation of Authority

eGRC Policy Center

Help Desk (United Support Ctr)

Facilities Services

HRdirect & Global Self Service

NEW LearnSource (ULearn)

Report Health Care Fraud

Report My Time (HIS)

MODIFY

Help

Customize

MY FRONTIER

UNITEDHEALTH GROUP

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Resources for New Employees

- Interactive task list
- Links to your benefit resources
- Resources for New Employees

Welcome Tullier, Nicole J. ▾

Frontier

UnitedHealthGroup.com

Search

Site Actions ▾


Change Country ▾

UNITEDHEALTH GROUP

HRdirect United States

Home Manager Center Career Learn Source Financial Fitness Health & Wellness Time & Pay Policies & Practices Life & Personal Info Global Self Service

HRdirect > Home > Policies & Practices > Welcome to UnitedHealth Group



Congratulations on your new position at UnitedHealth Group! Our mission is to help people live healthier lives. The information on this page offers highlights of the things you should know to help make informed and smart decisions as a new employee. Consult the Resources for New Employees site for full details. These resources, as well as your manager, United HRdirect, and others will help you to succeed as an employee at the UnitedHealth Group

First Day & First Week

☒ Meet Your Manager

☒ Complete Employment Eligibility Verification I-9 Form

☒ Complete Other New Employee Forms

☒ Complete Self Service Forms

☒ Attend New Employee Orientation

☒ Decide participation and enrollment in UnitedHealth Group 401(k) Savings

First Month

☒ Complete Health Benefits Enrollment (within 30 days)

☒ Register at MyUHC

☒ Discuss Development and Business Goals

☒ Complete Professional Profile

☒ Complete 401(k) Rollovers

Spotlight

- Resources for New Employees
Get full details on your new employee resources and tasks
- Orientation Checklist
Additional help for getting started

Need Help?

If you still need assistance, support is available.

Contact HRdirect

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HR Information Sources & Systems

United HRdirect is UnitedHealth Group's one-stop Human Resources Service Delivery system.

Welcome Tullier Nicole J. v. Frontier UnitedHealthGroup.com Search

UNITEDHEALTH GROUP

Home Manager Center Career LearnSource Financial Fitness Health & Wellness Time & Pay Policies & Practices Life & Personal Info Global Self Service

Site Actions Change Country

HRdirect United States

Welcome to the NEW HRdirect Portal

United HRdirect

Employee Actions

- Career Opportunities Referral
- Development Plan
- New Your Go
- Professional
- Time Away
- Form I-9, Employment Eligibility Verification completion of this form.

New Employee Forms

- Manager Actions
- Create Requisition
- Manage Delegation
- MAP WorkCenter

Self Service

- Report My Time
- New Paycheck

Spotlight

- Fortune Rank's UnitedHealth Group "Most Admired"
- Fortune Names UnitedHealth Group Among Top Companies for

At work, access the intranet from Frontier or by going to:
<https://unitedhrdirect.uhc.com>

At home, visit the Internet site at
<https://www.unitedhrdirect.net>

Introducing the New, Upgraded HRdirect Portal
 Learn more about the enhanced HRdirect portal th

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UNITEDHEALTH GROUP

HR Information Sources & Systems

Your Manager



Information on your
specific job and
workplace

UNITED HRdirect

The screenshot shows the HRdirect portal interface. At the top, there's a navigation bar with 'UNITEDHEALTH GROUP' and 'HRdirect'. Below this, a large banner reads 'Welcome to the NEW HRdirect Portal!'. To the right of the banner are sections for 'Spotlight', 'Top Questions', 'Employee Actions', and 'Manager Actions'. The 'Employee Actions' section lists various links like 'New Hire', 'Time & Attendance', etc. The 'Manager Actions' section lists links like 'Manage My Team', 'Manage My Schedule', etc.

- Career & Development
- Health & Wellness
- Financial Fitness
- Time & Pay
- Policies & Practices
- Life & Personal Info

HRdirect Call Center



(1-800-561-0861)
HRdirect
representatives are
available to answer your
questions from
7 am to 7 pm Central
time, Monday-Friday

Enterprise Single Sign-On (eSSO)

- **MS ID:** The name used to log onto the UnitedHealth Group network when you use your work computer.
- **Password** – UnitedHealth Group network password.

UNITEDHEALTH GROUP
HRdirect Portal and Global Self Service Access

Enterprise Single Sign On

Sign into Enterprise SSO
Enter your MS ID then click Login

MS ID:

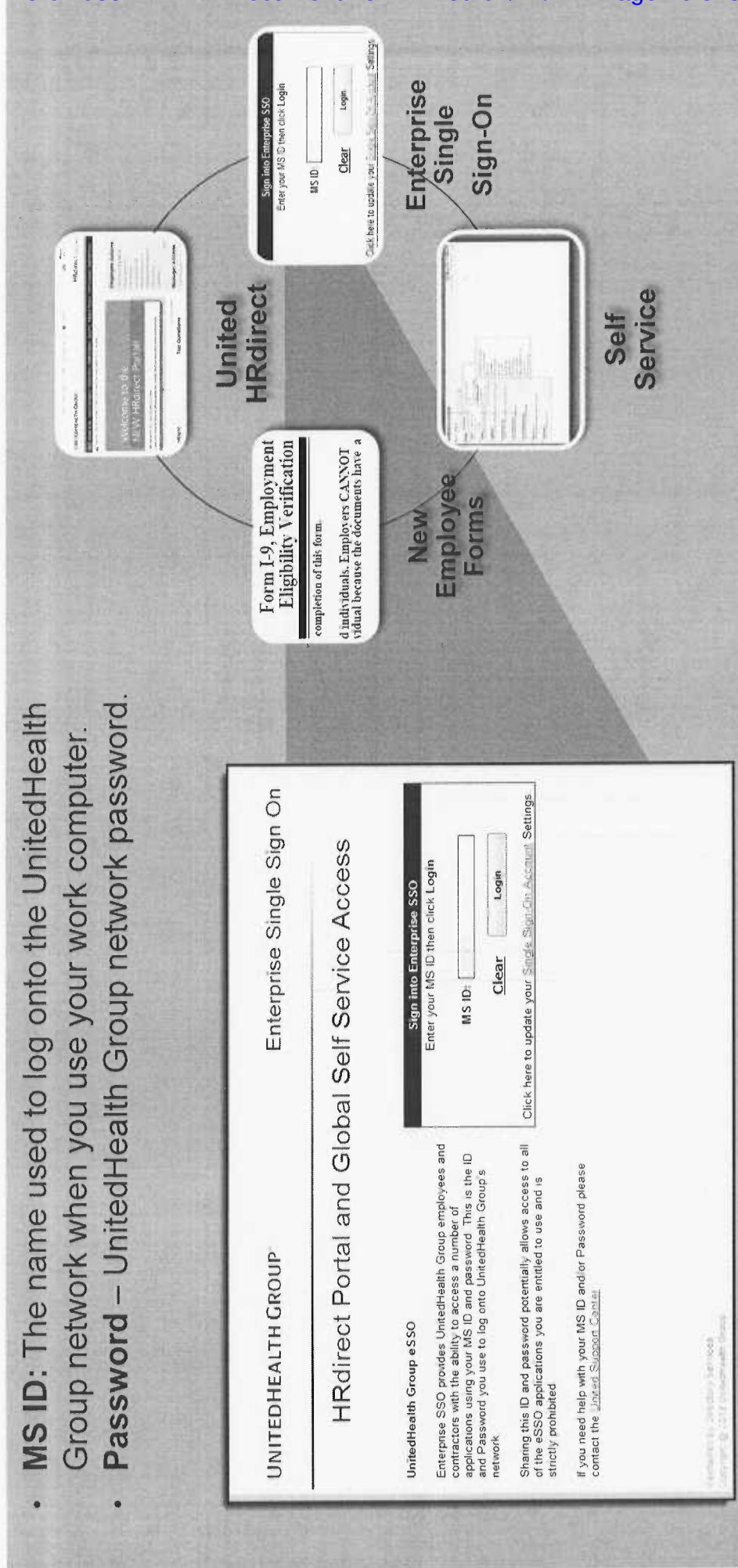
[Click here to update your Single Sign-On Account Settings](#)

UnitedHealth Group eSSO

Enterprise SSO provides UnitedHealth Group employees and contractors with the ability to access a number of applications using your MS ID and password. This is the ID and Password you use to log onto UnitedHealth Group's network.

Sharing this ID and password potentially allows access to all of the eSSO applications you are entitled to use and is strictly prohibited.

If you need help with your MS ID and/or Password please contact the [United Support Center](#).



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Self Service

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Businesses Corporate Departments Our Company Resources Frontier Home

TOP STORIES • SEPTEMBER 18, 2013

Corporate **Optum** **UnitedHealthcare** **International** **Most Popular**

3 X 3 Innovation Video:
Adriana O'Meara
in HealthInnovations

Encounter Kansas
Support for the Healthier Community

VIDEO Health Coverage: Consider Dental Care Needs
How to Resolve Common Ergonomic Issues
Healthy Meeting Dynamics

VIDEO A Day in the Life with the Insurance Solutions Team
Project NOT ME Wins Regional Emmy Award
Well Challenge Registration Extended
2014 Benefits Open Enrollment

NEWS ARCHIVE

MY FRONTIER

FRONTIER

PEOPLE **Advanced** **GOOGLE** **Search**

Welcome Nicole Tuller | Corporate | UNH \$74.46 -0.28

IMPORTANT LINKS **MODIFY**

Compliance & Ethics HelpCenter
Concur
Critical Incident Resources
Data Release Governance
Delegation of Authority
eSRC Policy Center
Help Desk (United Support Ctr)
Facilities Services
HRDirect & Global Self Service
LearnSource (ULearn)
Support Health Care Fraud
Dow Jones Sustainability

DOW JONES

UnitedHealth Group Named to
Dow Jones Sustainability
North America and World Indices
for 15th Consecutive Year

economic, environmental and social excellence and sustainability performance
a strong focus on long-term shareholder value

9 Likes 2 Comments

Enterprise Single Sign-On

Self Service

New Employee Forms

Form I-9, Employment Eligibility Verification
completion of this form.
d individuals, Employers CANNOT
vidual because the documents have a

United HRdirect

Sign into Enterprise SSO
Enter your MS ID then click Login
MS ID:
Click here to update your Single Sign-On Account Settings

UNITEDHEALTH GROUP

GLOBAL SELF SERVICE- direct link through homepage of Frontier

UNITEDHEALTH GROUP

Favorites: Main Menu

Employee Quick Links

[Career Opportunities Referral](#)
Search/Apply for Internal Positions

[My Development Plan](#)
Create and maintain your individual development goals

[My MAP Goals](#)
Review your organizational goals and create your individual performance goals

[My Professional Profile](#)
Update your profile of skills, competencies, licenses and accomplishments

[My Time Away From Work](#)
View my time away from work balance information

[Personal Information Summary](#)
Review a summary of your personal information

[Report My Time](#)
Report your time and last details for a day, week, or time period

[View Paycheck](#)
Review current and prior paychecks

GLOBAL SELF SERVICE

Home | HRdirect | Add to Favorites | Sign out



GLOBAL SELF SERVICE- path to completing Employee Forms

Path: from Frontier home page>click Global Self Service from Important Links column on right>sign in through Common Logon>click Personal Information Summary >click Personal Information > click Employee Forms

UNITEDHEALTH GROUP

Home | **GLOBAL SELF SERVICE** | [Home](#) | [Add to Favorites](#) | [Sign out](#)

Employee

- [Self Service](#)
- [Career and Development](#)
- [CareerC](#)
- [Manager Self Service](#)
- [MAP](#)
- [Reporting Tools](#)
- [Payroll and Compensation](#)
- [Search](#)
- [PeopleTools](#)
- [Personal Information](#)
- [Time Reporting](#)
- [My Devel](#)
- [Create and maintain your individual development](#)
- [My MAP Goals](#)
- [Review your organizational goals and create your individual performance goals](#)
- [My Professional Profile](#)
- [Update your profile of skills, competencies, licenses and accomplishments](#)
- [My Time Away From Work](#)
- [View my time away from work balance information](#)
- [Personal Information Summary](#)
- [Review a summary of your personal information](#)
- [Report My Time](#)
- [Report your time and task details for a day, week, or time period](#)
- [View Paycheck](#)
- [Review current and prior paychecks](#)

Personal Information Summary

- [Home and Mailing Address](#)
- [Phone Numbers](#)
- [Email Addresses](#)
- [Emergency Contacts](#)
- [Name Change](#)
- [Ethnic Groups](#)
- [Gender Information](#)
- [LGST Information](#)
- [Veterans Information](#)
- [Disability Information](#)
- [Validate and Approve 1-9 Forms](#)
- [Employee Forms](#)
- [My Employee Information](#)

GLOBAL SELF SERVICE- path to completing Employee Forms


Path: from Frontier home page>click Global Self Service from Important Links column on right>sign in through Common Logon>click Personal Information >click Employee Forms

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GLOBAL SELF SERVICE

[Home](#) | [HRdirect](#) | [Add to Favorites](#) | [Sign out](#)

[Personal Information](#) > [Personal Information Summary](#)

☒ [Personalize Page](#) 

-  [Personal Information Summary](#)
-  [Home and Mailing Address](#)
-  [Phone Numbers](#)
-  [Email Addresses](#)
-  [Emergency Contacts](#)
-  [Name Change](#)
-  [Ethnic Groups](#)
-  [Gender Information](#)
-  [LGBT Information](#)
-  [Veterans Information](#)
-  [Disability Information](#)
-  [Validate and Approve I-9 Forms](#)
-  [Employee Forms](#)
-  [My Employee Information](#)

Personal Information **Emergency Contacts**

KIRSTIN TOSO

Emergency Contacts

Contact Name	Relationship to E
<u>Linda Toso</u>	Parent
<u>Theresa Moerbitz</u>	Friend

Add Emergency Contact

Save

[Return to Personal Information](#)

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GLOBAL SELF SERVICE- path to completing Employee Forms

Path: from Frontier home page>click Global Self Service from Important Links column on right>sign in through Common Logon>click Personal Information >click Employee Forms

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Favorites: Main Menu > Self Service > Personal Information > Employee Forms


Employee Forms

Like all employers, UnitedHealth Group requires all employees to follow company policies and practices. The forms listed below describe several important policies that every UnitedHealth Group employee must read and follow.

To ensure you have read and agree to each of these policies, please click on each button, read each form and follow the instructions to provide us with your electronic signature.

UnitedHealth Group considers your electronic signature as your agreement to each of the policies outlined. Your continued employment is dependent upon our receipt of your electronic signature.

If you have questions about any of the forms below, please call HRdirect at 1-800-561-0861. HRdirect representatives are available to help you Monday through Friday, 7:00 a.m. to 7:00 p.m., Central time.

	Orientation Acknowledgement	New Employee Orientation Training Acknowledgement
	Compliance and Ethics	The Code of Conduct and Employee Handbook Acknowledgement Form
	Arbitration Acknowledgement	UnitedHealth Group Employment Arbitration Policy Acknowledgement Form
	Forms and Dates Received	View receipt of all requested new employee forms.

UNITEDHEALTH GROUP

New Employee Forms

I-9 Form	Must complete within 3 days
UnitedHealth Group Employment Arbitration Policy Acknowledgement Form	Acknowledge completion
UnitedHealth Group Principles of Ethics and Integrity and Employee Handbook Acknowledgement Form	Acknowledge completion
W4 Tax Withholding Form	Suggest completion within 3 days
Direct Deposit Form	Suggest completion within 3 days
New Employee Orientation Training Acknowledgement Form	Suggest completion immediately after this session
Employee Benefits Transaction Authorization Form	Beneficiary Designation Form

UNITEDHEALTH GROUP

Key Policies and Practices

Our goal is to provide guidelines so you can:

- Succeed in your job
- Achieve our goals through collaboration
- Maintain a high standard of business ethics

UNITEDHEALTH GROUP

Home Manager Center Career & Development Financial Fitness Health & Wellness Time & Pay Policies & Practices

HR/HRIS Home Policies & Practices Handling Workplace Issues Sexual and Other Harassment

Sexual and Other Harassment

UNITED
Home Manager
Non-Discrimination Policy

HR/HRIS Home Policies & Practices Security Contact Non-Discrimination Policy

UNITED
Home Manager
Internal Dispute Resolution and Arbitration

HR/HRIS Home Policies & Practices Handling Workplace Issues Internal Dispute Resolution and Arbitration

UNITED
Home Manager
Non-Retaliation Policy

HR/HRIS Home Policies & Practices Handling Workplace Issues Non-Retaliation Policy

You are responsible for becoming familiar with and following these policies.

UNITEDHEALTH GROUP

Valuing Diversity: Zero Tolerance for Harassment

- We have a zero tolerance policy for harassment based on:

✓ Age	✓ Religion	✓ Covered veteran status
✓ Race	✓ National origin	✓ Sexual orientation
✓ Gender	✓ Disability	✓ Status with respect to
✓ Color	✓ Marital status	public assistance

If you are feeling harassed or witness harassment, contact your supervisor and/or HRdirect at 1-800-561-0861

There is a no retaliation policy regarding anyone involved in or cooperating with any investigation.

Internal Dispute Resolution Process (IDR)

As workplace concerns occur, we:

- believe they are best resolved through open and candid discussions with your supervisor / manager
- encourage you to discuss concerns as soon as possible.

Internal Dispute Resolution

- Formal three-step process where you work with progressive management levels to resolve a concern or issue
- Focus is on prompt, fair and private resolution
- You can use the IDR process without fear of reprisal and will not be subject to any retaliatory actions
- There is more information regarding the IDR process in the United HRdirect

Arbitration Policy

- Formal process to resolve legal issues that cannot be resolved through the IDR process
- For more information and specific Employee Arbitration Policy information, please visit the HRdirect Knowledge Base

Information Risk Management

- The goal of Information Risk Management is to protect the availability, integrity and confidentiality of UnitedHealth Group information assets.
- Some Proper Information Security measures:
 - Never share User IDs and Passwords
 - If your password is lost or stolen, call the UnitedHealth Group Center (1-888-UHT-DESK)
 - If you work with a laptop, use appropriate security measures (lock your laptop, use a security cable, lock the trunk of your car)
 - Never leave your laptop unattended in a public place.
- For more information regarding Information Risk Management visit the www.uh.com/ir site via frontier at click on Corporate Services.

Our Tobacco-Free Workplace



- Use of any tobacco and smokeless tobacco products is prohibited on UnitedHealth Group premises
- Includes parking lots, private vehicles, leased or shared space
- Applies to employees, contractors, vendors and visitors

Visit <https://www.unitedhrdirect.com/hrdirect/tfwp/> for details.

UNITEDHEALTH GROUP

Enterprise Insurance Services, Health and Safety

UNITEDHEALTH GROUP

BusinessesCorporate DepartmentsOur CompanyResourcesFrontier Home

Frontier > UnitedHealth Group > Enterprise Insurance Services, Health & Safety

EISH&SInsurance ServicesHealth & SafetyWorkers CompensationGlobal Travel Assistance Program

Welcome to Enterprise Insurance Services, Health & Safety (EISH&S)

PEOPLE Advanced

INTRANET Advanced

GOOGLE

Search

First Name

Last Name

Welcome Mary Harper | Corporate | UNH \$72.21 -0.53

Share



Insurance Services

Consolidated risk financing and purchasing of insurance to protect the assets of, and satisfy statutory and customer requirements for, UnitedHealth Group across the enterprise.

Contact Us



Health & Safety

Promote and support a safe and healthy work environment by providing leadership, policy/program development, training, research, information, and consultation services in the field of occupational and environmental health & safety across the enterprise

Contact Us



Workers' Compensation

Returning employees to their jobs after an occupational illness or injury

Contact Us

Paid Time Off (PTO)

The screenshot shows the UnitedHealth Group HRdirect website. At the top, there is a navigation bar with links: Home, Manager Center, Career, LearnSource, Financial Fitness, Health & Wellness, Time & Pay, Policies & Practices, Life & Personal Info, Global Self Service. Below this, the page title is "Paid Time Off (PTO)". The main content area is titled "Spotlight" and contains a message from UnitedHealth Group. The page also features a search bar, a "Site Actions" dropdown menu, and a "Change Country" link.

- PTO replaces traditional vacation, sick and floating holiday programs with a single bank of time away from work.
- PTO begins to accumulate from your first pay period of employment.
- Your current PTO balance is shown on each pay statement, or you can go to Employee Self Service > Time and Attendance > My Time Away From Work
- You can borrow up to one week of your standard hours before the PTO has been granted
- Annually, you can carry over unused PTO up to a maximum of 40 hours.
- Company holidays, jury duty, funeral leave and military leave are not included in PTO.

More about PTO and Pay

PTO Schedule-example only (for employees working 40 hours a week):

Less than 5 Years 5-9 Years 10 or more years

Grades 20-24, SBA	18 Days	23 Days	28 Days
Grades 25-32, SBI, SBL, SSL, M1-4	23 Days	28 Days	28 Days
Executive Level	28 Days	28 Days	28 Days

PTO Accrual

- Begins at your first pay period.
- Will vary based on your SALARY GRADE LEVEL and YEARS with the company.
- To view balance, go to "View My Paycheck" in HRDirect.

More about PTO eligibility

Temporary Employee

- Casual Temporary
- Per Diem
- Student Intern
- Paid by UHG

Eligible for ...

- UHG 401K

Not eligible for...

- UHG Benefits
- Benefit Programs
- Policies or Arrangements
- Paid Time Off

2014 U.S. PAYROLL CALENDAR

MARCH

S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F
			1	2	3	4							1						
5	6	7	8	9	10	11		2	3	4	5	6	7	8	2	3	4	5	6
12	13	14	15	16	17	18		9	10	11	12	13	14	15	9	10	11	12	13
19	20	21	22	23	24	25		16	17	18	19	20	21	22	16	17	18	19	20
26	27	28	29	30	31			23	24	25	26	27	28		23	24	25	26	27

Dec 15 - Dec 28 paid Jan 3

Dec 29 - Jan 11 paid Jan 17

Jan 12 - Jan 25 paid Jan 31

Jan 26 - Feb 8 paid Feb 14

Feb 9 - Feb 22 paid Feb 28

Feb 23 - Mar 8 paid Mar 14

Mar 9 - Mar 22 paid Mar 28

- Every other Friday pay – paid period ending the previous Saturday.
- Each pay period is listed with each pay date.
- Complete your direct deposit information and your W-4

LearnSource

LearnSource will help you:

- Focus your development goals to help the business achieve it's goals.
- This continuous process relies on individual accountability

UNITEDHEALTH GROUP

Site Actions
Change Country

Search

UnitedHealthGroup.com

Frontier


Wendy Tuller, Nicole J

UNITEDHEALTH GROUP

Home Manager Center Career LearnSource Financial Fitness Health & Wellness Time & Pay Policies & Practices Life & Personal Info Global Self Service

HRdirect Home LearnSource

LearnSource - Learning Resources



New Health Care 101 Site

Health Care 101: Understanding Our Industry Empowers Your Growth

Key Actions

- View My Courses & History
- Access My Development Plan
- Search LearnSource Catalog
- Browse LearnSource Catalog

Spotlight

- Access getAbstract Business Book Summaries
- Access GlobeSmart
- Explore Your Career
- Financial Literacy Series
- Health Care Series
- Make Connections: Mentoring & ONE connect Communities

HRdirect United States

You are invited to continue to grow
and strengthen your skills ...sustaining a performance-driven culture.

[Home](#)
[Manager Center](#)
[Career](#)
[Learn Source](#)
[Financial Fitness](#)
[Health & Wellness](#)
[Time & Pay](#)
[Policies & Practices](#)
[Life & Personal Info](#)
[Global Self Service](#)

Welcome Juliet Hillier ▾
[Home](#) ▾
[Find me](#)
[UnitedHealthGroup.com](#)
Search

[HRdirect](#) ▾
[Develop Yourself](#) ▾
[Take Action on Your Career](#) ▾
[Stretch!](#)

Stretch!

We believe that continuing to grow and strengthen your skills is critical to excelling on the fundamentals of our business, cultivating an engaging workplace, and sustaining a performance-driven culture. At UnitedHealth Group, our development planning process, Stretch! encourages you to invest in building your capabilities to strengthen your skills, and to acquire new ones that enable you to be ready for opportunities in the future. Your development as an employee is essential - and this whole process begins with you.

Steps to Follow ...

- [STEP 1 Clarify Career Interests and Development Goals](#)
- [STEP 2 Identify Business Goals and Needs](#)
- [STEP 3 Align and Prioritize Development Goals and Activities](#)
- [STEP 4 Complete Development Activities and Debrief with Your Manager](#)

Clarify Career Interests and Development Goals

Development planning begins with you. Before you start planning your goals with your manager, take some time to consider the following topics when reviewing your skills and interests:

Mentoring

MentorSource, our online mentoring platform for all employees, will enable you to create intentional learning networks.

- Create a Successful Mentoring Experience
- Get Started Resources
- Overview of MentorSource
- Mentoring at UHG, with Jeannine Rivet

Key Actions

- Access My Development Plan
Set personal Development Goals.
Link activities to those goals and track development progress.
- Take the 10-Minute Tip Development Planning

Spotlight

- My Development Plan User Guide
- LearnSource - Learning Resources

For Your Country Only

- Right to Request Time Off for Training
- Continuing Professional Development

Learn More. Benefit More.

Before we move into our BENEFITS portion of our session, I'd like to pause for any questions....

This summary provides general information about UnitedHealth Group benefits. Statements made herein are general summaries. UnitedHealth Group reserves the right to amend, modify or terminate the benefits discussed herein at any time. If there are any differences between the official plan document for any benefit plan and this summary, the official plan documents will govern.

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